

Exhibit O

NICE[®] Systems, Inc.
Employee Handbook
January 2015



Exhibit O

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may be personally liable in the event a person injured by the release of information brings suit against such individual. An individual providing such information will not be indemnified by the Company. An individual providing such information will also be subject to discipline from the Company.

Nothing in this policy shall preclude the release of employee information pursuant to subpoena or incident to marriage dissolution or other court proceedings, upon advance approval of Company's General Counsel.

OUTSIDE EMPLOYMENT

If you are employed by NICE in a full-time position, NICE will expect that your position here is your primary employment. Any outside activity must not interfere with your ability to properly perform your job duties at NICE.

If you are thinking of taking on a second job, you should notify your supervisor/manager immediately. He or she will thoroughly discuss this opportunity with you to make sure that it will not interfere with your job at the Company nor pose a conflict of interest.

Due to the competitive nature of our business, you are prohibited from working for or rendering services to any organization which competes in any way with NICE while you are employed by NICE.